



Mahan indicated on his application that he served as Network Administrator 2 from October 2012 until October 2016, Network Administrator 1 from March 2007 to September 2007 and again from March 2008 to October 2012, and as Technical Support Specialist from October 2005 to March 2007 and again from September 2007 to March 2008. A review of agency records indicate that Mahan was provisionally appointed to the title under test in September 2016. Mahan does not possess a Bachelor's degree, however he does possess an Associate's Degree. Agency Services did not credit him with any applicable experience; therefore, he would need nine years of experience to qualify for the examination.

On appeal, Mahan highlights his supervisory and technical experience, including supervising a field team of up to six technicians for client projects involving the analysis, design and implementation of hardware and software in multiplatform environments. Mahan also submits a letter of support from his supervisor.

*N.J.A.C. 4A:4-2.6(a)* provides that applicants shall meet all requirements specified in the promotional examination announcement by the closing date.

## **CONCLUSION**

In the present matter, a review of the documentation demonstrates that initially, Agency Services correctly found both appellants ineligible for the subject examination. Agency Services determined that Mahan's experience was lacking in the development of application software and mostly network focused and did not credit him with any applicable experience. Similarly, Agency Services determined that Cooper's experience was lacking in the development of application software and systems design and therefore did not credit her with any applicable experience. Although Mahan's and Cooper's experience does not precisely mirror the requirements contained in the announcement, the Civil Service Commission (Commission) is satisfied that the totality of their varied levels of information systems and supervising experiences warrants their admission to the subject examination. Additionally, Mahan continues to serve provisionally in the title under test and the subject list is incomplete, containing the name of only one eligible. Accordingly, admitting Mahan and Cooper to the subject examination will provide a complete eligible list to the appointing authority.

## **ORDER**

Therefore, it is ordered that these appeals be granted, and the appellants be scheduled for a make-up examination as soon as possible, and if they achieve a passing score, their names be added to the eligible list for prospective employment opportunities only.

This is the final administrative determination in this matter. Any further review should be pursued in a judicial forum.

DECISION RENDERED BY THE  
CIVIL SERVICE COMMISSION ON  
THE 27th DAY OF MARCH , 2018



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